

Haringey Council Disability Equality Scheme 2009-2012

and delivery plan

Review: December 2010

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Executive summary

This executive summary of our Disability Equality Scheme for 2009-2012 provides an overview of our commitment to provide accessible services, facilities and employment opportunities for people with disabilities.

In Haringey, we have adopted the following vision for the Scheme:

“By 2025, disabled people should have full opportunities and choices to improve their quality of life and will be respected and included as equal members of society.”

We have identified a single outcome for our Disability Equality Scheme: **Fair treatment and equality of opportunity** and three priorities to help us deliver our vision:

1. **Removing barriers to inclusion and meeting individual need**
2. **Empowering people**
3. **Ensure disability equalities principles are mainstreamed.**

The steps that we will take to meet the requirements of the general and specific duties around disability are set out in the Scheme’s delivery plan. The Scheme and its delivery plan are “living documents” and we are committed to involving people with disabilities and the wider community in the monitoring and evaluation process. We will therefore review the Scheme annually.

We will continue to use our Equality Impact Assessment process to assist us to identify the actual and potential impact of our policies and practices on disabled people and ensure that we make appropriate changes where adverse impacts are identified. We will also continue to use this process to identify opportunities to promote and advance disability equality.

We will publish an annual report of our progress and revise the scheme, where appropriate, to take into account new issues and priorities.

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1. Introduction

Haringey has a longstanding commitment to equality for disabled people within our overall diversity and equality agenda. This document draws out many of the actions which have taken place in recent years putting our commitment into practice.

We acknowledge and welcome the challenge of the disability equality duties. Underpinning the duty is the belief that the disadvantage and social exclusion that is often faced by people with disabilities is a consequence of environmental barriers. This can take the form of inaccessible buildings, inappropriate employment practices, inaccessible services, and people's attitudes and pre-conceived ideas about people with disability.

The Disability Equality Scheme has a single outcome and a list of key priorities in a delivery plan that will enable us to identify and address attitudinal, institutional and physical barriers that disadvantage people with disabilities.

In 2010, our progress in this area builds on actions over a number of years, both in specific, focussed projects, as well as mainstreamed within overall work programmes. We recognise the value of learning, not only from guidance and best practice, but from the input and experience of staff and service users. We seek to maximise this worth, working with our service users, employees and communities to ensure we are appropriately responsive and flexible. Continuing to implement and evaluate actions to meet our commitments is already built into processes and procedures throughout the Council.

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2. Purpose and vision

The purpose of the Disability Equality Scheme is to ensure that we meet our public sector duties, using our outcome and priorities for 2009-2012 to help us achieve our vision of:

“By 2025, disabled people in Haringey should have full opportunities and choices to improve their quality of life and will be respected and included as equal members of society”.

This vision will be achieved by:

- ensuring that disabled people who live, work or visit in Haringey can expect equal access to high quality services, are protected from harassment, have opportunity to be involved in decisions that affect their lives and are able to participate in the life of the communities in which they live
- setting out a delivery plan up to 2012 involving organisations and individuals across the borough, including those who provide services to residents
- establishing a monitoring and reviewing process for the Disability Equality Scheme which involves people with disabilities, groups and organisations.

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3. Scope

The Disability Equality Scheme applies to Haringey Council and is reflected in the way we do business, as part of our procurement and commissioning practices. It also applies to the way we evaluate and develop services.

We have adopted the Disability Discrimination Act (DDA), definition of a disabled person as:

“anyone who has a physical or mental impairment which has an effect on his or her ability to carry out normal day-to-day activities”.

This Scheme includes anyone within this definition, regardless of age, ethnic origin, faith or belief, gender and sexual orientation. It includes different types of disability such as physical disability, learning difficulties, mental ill health, sensory and other impairments. A physical or mental impairment includes any visible and invisible disability, sensory impairments, mental health issues, learning disabilities, and conditions such as diabetes and epilepsy. The definition also covers HIV, cancer and multiple sclerosis from the point of diagnosis.

The Equality Act 2010 makes it easier for some people to show that they are disabled. However, the definition of who is a disabled person for the purposes of protection from discrimination has not changed.

We perceive equality as being more than just compliance with our legal duties. It is about fairness, in terms of ensuring that the services we provide are appropriate and accessible to all and ensuring that no one is unduly disadvantaged or excluded in anything we do as a Council.

[Appendix 1](#) sets out the definition of disability in more detail.

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4. National context

The Scheme is set in the context of how we will meet our duties under equalities legislation and national good practice recommendations.

a) Equality Act 2010

The [Equality Act 2010](#) came into force from October 2010. It has streamlined equalities legislation into a modern, single legal framework. The Act is aimed at helping organisations to be more effective at tackling disadvantage and discrimination. It has replaced most of the DDA, however, the Disability Equality Duty of the DDA continues to apply.

The Equality Act aims to protect disabled people and prevent disability discrimination. It provides legal rights for disabled people in the areas of:

- employment
- education
- access to goods, services and facilities including larger private clubs and land based transport services
- buying and renting land or property
- functions of public bodies, for example, issuing of licences

The Act protects disabled people from being directly or indirectly discriminated against, harassed or victimised. It also provides protection for people not to be directly or indirectly discriminated against or harassed because they have an association with a disabled person, or victimised because they have invoked this protection. This can apply to a carer or parent of a disabled person. People must not be discriminated against or harassed because they are wrongly perceived to be disabled.

Accordingly, the Council will not, in relation to people with disabilities:

- Refuse to provide a service or opportunity
- Provide a service of a lower standard
- Provide a service on worse terms
- Permit victimisation of people with disabilities for exercising their legal rights
- Permit discrimination against a person with disabilities.

The Council accepts its duty under section 149 of the Act and in compliance will in all its functions:

- Have due regard to the need to advance equality of opportunity for disabled people
- Remove or minimise the disadvantage suffered by disabled people by taking action to identify and remove those barriers which prevent disabled people from having equal opportunity whether in employment, services, participation and social inclusion and in reaching their full potential as individuals
- Take steps to meet the needs of disabled people that are different from those of non disabled people in all its functions, including employment, education, access to services, goods and facilities provided either directly by the Council or on its behalf by a third party; buying or renting land or property
- Encourage disabled people to participate in public life and in other activities where their participation is shown to be disproportionately low
- Take steps to tackle prejudice against disabled people and promote understanding of the disadvantages faces by disabled people.

Further details are set out in [Appendix 2](#).

The Equality Act provides the framework through which organisations are required to address disability equality issues. The previous Government recognised and acknowledged that the DDA *“lagged behind sex and race legislation in the protection it provides for disabled people”* ([Towards Inclusion: Civil Rights for Disabled People](#)). The imposition of the duties in relation to disability equality are aimed at ensuring that all public authorities, including the Council, work towards the full inclusion of people with disabilities within society and the elimination of discrimination and unfair treatment.

b) Reasonable adjustments

In legal terms, disability discrimination occurs where:

- A person or group of people with disabilities are treated less favourably than an individual or groups without disabilities
- The treatment is because of the person's disability
- The treatment cannot be justified.

Discrimination occurs when:

- There is a failure to make reasonable adjustments
- There is a failure to provide appropriate aids or adaptations
- The failure cannot be justified.

Under the disability provisions of the Equality Act, people with disabilities can be treated more favourably in order to ensure equality of outcome. We acknowledge that people with disabilities may need equal treatment, more favourable service or different treatment from non-disabled people in order to receive the same service. In order to treat people with disabilities equally, we may have to treat individuals differently by taking account of their disability in a way that produces positive outcomes for them.

The Government's report [*Improving the Life Chances of Disabled People*](#) (Cabinet Office, January 2005) sets out an ambitious vision to improve the life chances of disabled people. We have adopted their vision for Haringey's Disability Equality Scheme.

c) General and specific duties

Within the legislation for **race**, **gender** and **disability** issues there are two main components: the general duties and the specific duties. The general duty consists of the main objectives of each piece of legislation, while the specific duties are the specific steps that public bodies must take in order to demonstrate that they are meeting those objectives.

Disability Public Duties	
Specific duty	General duty: Promote equality of opportunity and eliminate unlawful discrimination
<ul style="list-style-type: none"> • Carry out equality impact assessments (EqIAs)¹ • Monitor and gather information on the effects of policies on these groups and use resulting information to plan for improvements in outcomes for these groups • Consult and involve • The specific duties on disability equality set out the requirements for the Council to produce a Disability Equality Scheme and specify what elements it should include 	<ul style="list-style-type: none"> • Promote equality of opportunity between people with disabilities and those without • Eliminate discrimination that is unlawful under the Disability Discrimination Act. This can either be direct discrimination which relates to less favourable treatment of people with disabilities due to their disability, or failure to make reasonable adjustments • Eliminate harassment of disabled people that is related to their disability • Promote positive attitudes towards people with disabilities • Encourage participation of people with disabilities in public life • Take steps to meet the needs of people with disabilities, even if this requires treatment that is more favourable

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5. Local context

Haringey is a borough of contrasts, with a mix of great prosperity and affluence on one hand, and of deprivation and poverty on the other. The north east, in particular, contains some of the most economically deprived wards in London whereas wards in the west of the borough are among the more affluent. There are, of course, exceptions to this trend, with pockets of deprivation and wealth across all parts of the borough.

¹ An Equality Impact Assessment (EqIA) is a thorough and systematic analysis of a policy, procedure or strategy to estimate the likely equality implications either on implementation or when making changes to an existing policy, function or service. It is a way of ensuring that we give due regard to the effect the actions we take as an organisation could have on customers and staff, in the delivery of services and employment practices.

a) Demographic profile

The Department for Work and Pensions (DWP) estimates that 10 million adults in Britain are disabled. This equates to 22% of the population (1 in 5 people). The Greater London Association (GLA) estimates that 20% of Londoners are disabled.

A review of 2001 Census figures indicates the following in relation to Haringey:

- Approximately 33,590 people have a limiting long-term illness, 15% of the local population
- 39% of adults aged over 55 reported a limiting long-term illness (confidence interval 18-59%) compared with 8% of those aged 16-34 and 12% of those aged 35-54 years²
- Over 500 children and young people have a disability
- Approximately 1,081 children have a special educational needs statement
- Approximately 2,830 people aged 5-15 years have some sort of mental health need
- 7.4% of the population provide unpaid care, slightly below the London average of 8.5%
- 5.8% of people aged between 16 and 74 are either permanently sick or disabled, compared with the London average of 5.0%
- 3,182 adults with a physical disability or a sensory impairment are receiving social care services, 2,304 of whom are aged 65 or above
- A lower percentage of Haringey's working age population (0.7%) claim Severe Disablement Allowance than the regional (0.8%) or national figure (1.0%)
- A higher percentage of Haringey's working age population (7.6%) claim Employment Support Allowance or Incapacity Benefits than the regional (5.9%) or national figure (6.5%).

The table below indicates the number of people using social care services and those who receive services within the community.

² www.lho.org.uk

Numbers of social care service users in Haringey by age and service type, 17 November 2010

Social services for people aged 18-64	Number of clients
Physical disability, frailty and sensory impairment	878
Learning disability	530
Mental health	478
Not mapped	91
Substance misuse	78
Vulnerable people	17
Primary client type missing	3
Total	2,075
Social services for people aged 65 or older	Number of clients
Physical disability, frailty and sensory impairment	2,304
Mental health	340
Vulnerable people	48
Learning disability	45
Not mapped	2
Substance misuse	2
Total	2,741

We recognise that socio-economic factors influence the prevalence of disabilities and long-term illnesses. The Haringey Health Report (2006) indicated that there are clear health inequalities between the east and west of the borough. When this information is overlaid with demographic information relating to the settlement of Black and Minority Ethnic (BME) communities, it shows disproportionately higher incidence of limiting long-term illnesses are prevalent in particular BME communities.

The DWP observes that there is no single accurate measure or estimate of disability. As equalities monitoring of disabled people, especially using the Disability Discrimination Act definition, is not widely carried out, we must rely on indicative data. A key challenge for the Council is to establish the diverse range of needs of people who have different types and levels of disability.

b) Our employment profile

For the year March 2009 to April 2010, Haringey Council employed 9,067 permanent, fixed term/temporary staff. This was an increase from 8,932 last year and is due to more staff being

employed in schools. The headcount in Corporate Resources and Adult Services decreased from the previous year.

According to equalities monitoring data, 5.5% of staff declared that they have a disability. This is a slight reduction from the previous year but still higher than the average for other London Councils (4.8%). The actual number of disabled staff increased between April 2009 and March 2010.

c) Identifying and meeting our obligations

Haringey Council has moved away from the traditional medical model of disability which sees the impairment (defined as a limitation on the physical ability of the body to function) as the reason why a disabled person does not have equal opportunity to participate fully in society.

Our approach to disability is instead based on the social model, which separates impairment from disability and sees disability as caused fundamentally by the way society responds to a person with an impairment and not the impairment itself.

Disability is therefore seen as the exclusion of a person with impairment from participating in society, due to barriers placed in their path by the way society is organised. It follows from this model that while impairment *cannot* be helped, disability *can* be helped by removing those barriers.

We therefore accept our responsibility and are committed to removing the social structures, policies, practices, and attitudes, which prevent people with disabilities from accessing services and opportunities.

In accordance with requirements of the Equality Act, we will not

- Refuse to provide a service or opportunity
- Provide a service of a lower standard
- Provide a service on worse terms
- Permit victimisation of people with disabilities for exercising their legal rights
- Permit discrimination against a person with disabilities.

We recognise that we will continue to develop and maintain a mutually beneficial relationship with disabled people by:

- Treating people with disability and impairments as experts
- Continually involving disabled people in informing our policy and practice decision
- Involving disabled people in projects outside our scheme such as training and development.

The Equality Act 2010 applies to all prospective, current, and former employees of the Council. It relates to all areas and all aspects of employment, including recruitment, retention, training, and development. The Council is required to ensure that its recruitment processes and arrangements for determining employment do not discriminate against or treat people with disabilities unfairly. It also relates to the terms and conditions of employment and opportunities such as promotion, transfer, training or receiving any other benefit. Failure to provide an opportunity on the grounds of a person's disability will constitute unlawful discrimination.

The Act also covers formal processes such as disciplinaries, dismissal and redundancy policies and makes it illegal to subject a person with disabilities to harassment for a reason that is related to their disability.

d) Identifying our needs

In order to meet our obligations and develop appropriate targets and actions, we will gather relevant data. We will undertake research and seek feedback from people with disabilities about what policies, practices and services are working well, identifying where the gaps are and what the priorities should be. Integral to this process will be the involvement and participation of people with disabilities.

Information and evidence gathering will be part of the process of achieving greater equality for people with disabilities, ensuring that we treat all disabled employees, service users and members of the community fairly and appropriately.

We will use a variety of methods to gather information such as:

- Use of [joint strategic needs assessment](#) data
- Customer and staff surveys

- Consultation with, participation of and feedback from organisations and groups representing people with disabilities
- Facilitating the involvement and participation of service users and carers
- Utilising consultation and survey techniques such as mystery shopping (utilising the services of people with disabilities to undertake random checks on the quality and standard of services and facilities)
- Undertaking targeted research (qualitative and quantitative)
- Monitoring and analysing customer feedback including complaints
- Seeking feedback from disability staff networks and forums
- Undertaking monitoring of employment functions by disability.

e) Links with the Sustainable Community Strategy and other strategies

In order to deliver equalities effectively it is vital that our priorities for equality are established within the core business of the Council and mainstreamed in service planning and performance management.

This principle is clearly reflected in the outcomes and priorities of the Haringey Strategic Partnership's [Sustainable Community Strategy](#) (SCS), and in its key strategies. The SCS sets out how we will protect vulnerable people and those in the greatest need, ensuring that they are treated with respect and dignity. Through it we aim to tackle deprivation and low pay and make child poverty a focus. The SCS also includes priorities related to strong and cohesive local communities with community cohesion being central to the SCS and our overarching vision for the borough: *A place of diverse communities that people are proud to belong to.*

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6. Our approach

We have identified a single outcome for our Disability Equality Scheme: **Fair treatment and equality of opportunity** and three **priorities** to help us deliver our [vision](#):

1. Removing barriers to inclusion and meeting individual need
2. Empowering people
3. Ensure disability equalities principles are mainstreamed.

Further details about the key actions related to these priorities can be found in the [delivery plan](#).

a) Our principles

The following principles will guide our work.

i) Service delivery

We will promote equality for disabled people by:

- Ensuring and improving access and information to services whether disabled or with a sensory impairment
- Encouraging good practice and disability awareness in the private sector through our advisory capacity and enforcement powers
- Positively promoting the Social Model of Disability as our guiding principles in our role in procurement and in our partnership duties.

We will tackle discrimination against disabled people by:

- Promoting positive images of disabled people
- Challenging patronising or discriminating attitudes
- Making the environment as safe as possible for and challenging anti-social or bullying behaviour against, or harassment of, disabled people and/or people with a sensory impairment.

We will support disabled people to achieve their full potential by:

- Enabling people with a disability to direct their own support needs through Direct Payments or individual budgets to achieve control over their lives and to live independently
- Supporting the formation of groups, networks and services for disabled people as employees of the council and as residents.

We will work in partnership with disabled people by:

- Enabling disabled people's active participation
- Involving disabled people in the changes and improvements we make

- Consulting with disabled people on issues affecting them rather than with people acting on their behalf
- Working with disabled staff.

ii) Employment

We will support employees who have or who acquire a disability or impairment by:

- Continuing to provide specialist advice to managers and employees
- Providing reasonable adjustments, aids and adaptations where possible
- Provide flexible working arrangements and working hours to support staff with work/life balance/caring responsibilities
- Continue to collect information on disabled staff by impairment and disability type
- Monitor the representativeness of staff with disabilities in different job roles
- Use positive action provisions to address instances of non and under-representation
- Monitor disciplinaries and grievances with regard to the number of disabled staff.

In order to do this, we will support our staff in the following ways:

- Ensure staff know where and how to access aids, adaptations and services that disabled people need, including alternative formats
- Ensure staff are aware of the accessibility of services and premises
- Work as an organisation to learn and understand the perspectives of disabled people
- Keep staff informed of disabled people's needs and best practice
- Share knowledge between services
- Seek and use feedback from service users
- Be creative in our service delivery
- Ensure that we are up to date with best practice and use it wherever possible
- Assess our services and seek to improve accessibility
- Keep services up to date with key contacts and other resources, including information.

b) Equalities Impact Assessments (EqIAs)

[Equalities Impact Assessments](#) (EqIAs) were introduced in 2002 and formally implemented in 2003. They are a requirement under our Public Duties outlined in race, gender and disability legislation. Further information can be found in the [Equalities Scheme 2010-2013](#).

Our EqIAs help us drive forward our equalities agenda locally and with our partners by helping us:

- Take into account the needs and experiences of those groups of people who will be affected by our policies
- Identify the real and possible inequalities people experience and the impact on Council policy and practice
- Think about alternative policies or measures that might address any adverse impact or inequality
- Help mainstream equalities in our policies and practice
- Help us identify the resources required and target resources more effectively
- Increase transparency in the way policies/services are developed and delivered.

All new proposals are subjected to an initial equalities 'screening' in terms of their relevance to equality. Where the screening at this initial stage suggests that a new proposal could have significant equalities relevance, it will undergo a full equalities impact assessment.

c) Procurement and partnerships

The Council is committed to ensuring that all contractors and those who provide services on its behalf comply with the duty to eliminate disability discrimination and promote equality.

d) Equalities monitoring

The Council monitors various aspects of service delivery and employment practices. We will continue to ensure that monitoring is an intrinsic and regular feature of our policy and practice, enabling us evaluate and review our performance. Collection and analysis of equalities information will continue to contribute to the systematic development of anti-discriminatory and inclusive service delivery and opportunities. It will assist us to monitor our compliance with our legal and statutory duties and build a

comprehensive picture of our performance in relation to the duties.

The fundamental objective of all monitoring is to provide us with an indication of the extent to which our services and opportunities are accessible and appropriate to all sections of the community. In relation to disability equality, we are committed to the following principles when requesting information from people with disabilities:

- Assurances will be given that all information is entirely confidential and will not be disclosed without prior permission
- An explanation will be given regarding the meaning of “disabilities”
- An explanation will be given as to why the information is being requested and how it will be used to improve services and opportunities for people with disabilities
- People with disabilities will be involved in developing appropriate methods of research and in disseminating the findings
- Reasonable adjustments will be made to processes to enable people with disabilities to participate in monitoring processes
- Results of research and monitoring will be made available in various formats, to ensure information is accessible to people with disabilities.

e) Accessible communication

We have distinct responsibilities to inform, consult and engage with Haringey’s communities. As a matter of good practice, we both give and receive feedback. Clear and meaningful communication with our service users, employees and the community relies on using ways which are accessible and appropriate to needs and context. As a result, we seek to fulfil these responsibilities using different methods as appropriate to include potentially underrepresented groups.

While suitable design can make our communications accessible, we have a commitment to use Plain English. We can arrange for translations through our Translation and Interpretation Services, usually with advance notice for British Sign Language (BSL).

We also supply the following accessible formats on request:

- Large print
- Braille
- Audio tape
- Easy words and pictures
- In another language

The Council will undertake consultation, participation and survey initiatives with customers, service users, and employees at regular intervals in acknowledgment of the fact that impairments and disabilities may change and be acquired. The results of this will be used to review the appropriateness and effectiveness of the action plan and targets.

f) Duty to involve

The specific duties of the DDA require the Council to “*involve people with disabilities who appear to have an interest in the way it carries out its functions in the development of the Disability Equality Scheme*”. The duty requires us to actively engage people with disabilities, their carers and relevant representative organisations and groups.

We are committed to involving people with disabilities and other stakeholders to assist us to:

- Identify barriers faced by people with disabilities in relation to accessing employment opportunities and services
- Identifying appropriate priorities and develop action plans
- Identifying and implementing appropriate policies, initiatives, and activities to address the disability agenda.

In order to make involvement and participation effective, the Council is committed to the following:

- A clear focus on where it can realistically make changes and the resources that are required for this
- Involvement processes that are accessible to people with a range of disabilities and impairments
- A proportionate approach that takes into account its resources
- Open and transparent reporting on the outcomes of the involvement and participation of people with disabilities and information on what will be done.

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7. How we developed our Scheme

The Disability Equality Scheme 2009-2012 and the Council's generic Equality Scheme 2010-2013 were developed, reviewed and monitored with the involvement and participation of people with disabilities, service users, stakeholders, partners, community and voluntary groups. This included umbrella bodies representing disabled people and older people such as Haringey Disabilities First Consortium and Age Concern.

We held a workshop in which all the equality groups and disabled staff participated. We also consulted Haringey staff through the unions and through the Directorates' Equalities Forums. In January 2010, a further consultation meeting was held at the premises of Haringey Racial Equality Council to consider which priorities to take forward, along with processes for monitoring, evaluation and reporting.

The results of the consultations are set out in [Appendix 5](#), and have been incorporated the actions in the Scheme's Delivery Plan.

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8. Implementation and monitoring

The Disability Equality Scheme Delivery Plan for 2009-2012 will be monitored and reviewed by:

- The Directorate Equalities Fora which monitor the equalities work of services
- The Council's Corporate Equalities Group which will monitor progress on developments and achievements
- Annual progress reports and updates to the delivery plan

Detailed roles and responsibilities are described in [Appendix 3](#), in line with the monitoring arrangements of our [Equalities Scheme 2010-2013](#).

Equalities and cohesion principles are embedded in our mainstream strategies. The delivery plan for this scheme includes links to other relevant strategies that impact on this scheme.

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Disability Equality Scheme Delivery Plan 2009-2012

(Please note that this is a living document which will be updated on an ongoing basis)

The following tables set out our priorities for disability equalities, showing key actions and the tools for delivering those actions. All actions will be completed within existing resources.

Key to Equalities Framework for Local Government links:

1. Knowing your communities and equality mapping
2. Place shaping, leadership, partnership and organisational commitment
3. Community engagement and satisfaction
4. Responsive services and customer care
5. A modern and diverse workforce

Priority 1: Removing barriers to inclusion and meeting individual need					
Activity	Lead	When	Link to existing strategy	Link to EFLG ³	Progress at December 2010
Key action 1: Improve the housing standard, choice and options available to disabled people					
Maximise housing choice for adapted properties through the Council's Choice Based Lettings system	Head of Housing Needs and Lettings	Business as usual	Housing Strategy 2009-19	4	Business as usual
Ensure home visits are carried out as required, especially where an applicant has a disability or mobility problem	Head of Housing Needs and Lettings	Business as usual		4	Business as usual
Establish effective links to housing options through the Adult Social Care HAricare Directory	Denise Gandy, Head of Housing Support & Options	December 2010	Housing Strategy 2009-19	4	Complete December 2010. HAricare directory launched October 2010.

³ Equalities Framework for Local Government

Priority 1: Removing barriers to inclusion and meeting individual need

Activity	Lead	When	Link to existing strategy	Link to EFLG ³	Progress at December 2010
Explore the possibility of subscribing to the London Accessible Housing Register	Head of Housing Needs and Lettings	March 2011	Housing Strategy 2009-19	2, 4	To be completed.
Work with sub-regional partners to bring forward a portion of new supply through the HOLD (Home ownership for people with long term disabilities) scheme	Michael Kelleher, Enabling Manager	August 2010	Housing Strategy 2009-19	2, 4	Sub-regional negotiations on hold subject to NAHP funding availability.
Ensure all newly arising voids with adaptations are assessed against London Accessible Housing Register standards	Head of Housing Needs and Lettings	From January 2011 and ongoing	Allocations Policy	2, 4	Allocations Policy implementation to begin January 2010.
Ensure applicant needs are assessed against the London Accessible Housing Register standards to enable matching of properties through Home Connections	Head of Housing Needs and Lettings	From January 2011 and ongoing	Allocations Policy	2, 4	Allocations Policy implementation to begin January 2010.
Survey all non-decent homes and assess properties against the London Accessible Housing Register standards	Homes for Haringey	Pilot from January 2010. Full survey programme to begin in April 2010		2, 4	To be completed.

Priority 1: Removing barriers to inclusion and meeting individual need

Activity	Lead	When	Link to existing strategy	Link to EFLG ³	Progress at December 2010
Undertake regular equalities monitoring to ensure those with a disability accessing social housing are not disproportionately affected	Homes for Haringey	Monitored quarterly		4	Cases of harassment are monitored for equalities on a quarterly basis.
Key action 2: Increase the supply of accessible housing					
Through implementation of Haringey's Core Strategy, ensure that: (i) All new affordable housing meets the Lifetime Homes standard (ii) 10% of new affordable provision is designed to be wheelchair accessible or easily adaptable	Michael Kelleher, Enabling Manager	Business as usual	Housing Strategy 2009-19 London Housing Strategy 2010 Local Development Framework	4	(i) All new affordable housing compliant with Lifetime Homes Standard. (ii) To be completed.
Assess with Haringey Occupational Therapists the future need for adapted properties	Head of Housing Needs and Lettings	March 2011	Housing Strategy 2009-19	4	To be completed.
Ensure that meeting the needs of people with disabilities is a key investment priority through Haringey's Borough Investment Plan	Marc Dorfman, Assistant Director, Planning, Regeneration and Economy	September 2010	Borough Investment Plan	4	Borough Investment Plan completed Sept 2010.

Priority 1: Removing barriers to inclusion and meeting individual need

Activity	Lead	When	Link to existing strategy	Link to EFLG ³	Progress at December 2010
Key action 3: Prevent disabled people from being forced into homelessness or insecure accommodation					
Ensure the Rough Sleepers and Move-on Strategies prioritise the improvement of hospital discharge and referral process for those with disabilities	Denise Gandy, Head of Housing Support & Options	July 2010	Rough Sleepers Strategy 2010-12 Move-on Strategy 2010-15 Allocations Policy	4	Strategies published July 2010. Implementation now underway.
Ensure the Move-on Strategy seeks to ensure sufficient provision of short term supported housing for those with disabilities	Denise Gandy, Head of Housing Support & Options	July 2010	Move-on Strategy 2010-15	4	<ul style="list-style-type: none"> • Move-on Strategy published July 2010. • Implementation now underway.
Work with Broadway to ensure that data relating to disabilities among rough sleepers is regularly monitored through CHAIN (Combined Homeless and Information Network) reports	Denise Gandy, Head of Housing Support & Options	Nov 2011	Rough Sleepers Strategy 2010-12	4	To be completed
Develop procedures to ensure that the Council does not discharge its duty to house, where it has a legal obligation arising from factors such as mental ill health and vulnerability	Denise Gandy, Head of Housing Support & Options	TBC	Housing Strategy Homelessness Strategy	2,4	

Priority 1: Removing barriers to inclusion and meeting individual need

Activity	Lead	When	Link to existing strategy	Link to EFLG ³	Progress at December 2010
All vulnerable people in circumstances where the Council has a duty to safeguard will be referred to CYPS for children in need assessments, where appropriate	Denise Gandy, Head of Housing Support & Options	TBC	Safeguarding Plan for Haringey	2,4	
Key action 4: Prevent hate crime and harassment faced by disabled people and deal with it appropriately and effectively where it does occur					
Report on the interventions in place to reduce the impact of domestic violence on children	Marion Wheeler, Assistant Director for Safeguarding	TBC	CYPS Equality Forum Work Programme 2010-11	2	
Update the Community Safety Hate Crime web page with key services for each aspect of hate crime	Jean Croot, Head of Community Safety	July 2009	Hate Crime and Harassment Strategy (update in development) Hate Crime Action Plan	4	Web page has been updated to include details of support services, the Borough's Strategy and details on reporting hate crime.
Amend the community safety hate crime web page so it is accessible for people with disabilities	Jean Croot, Head of Community Safety	TBC	Hate Crime and Harassment Strategy (update in development) Hate Crime Action Plan	4	

Priority 1: Removing barriers to inclusion and meeting individual need

Activity	Lead	When	Link to existing strategy	Link to EFLG ³	Progress at December 2010
Pilot a drop-in surgery to cover issues such as personal safety, reporting of hate crime and awareness raising	Police Engagement Team	Review during August 2009	Hate Crime and Harassment Strategy (update in development) Hate Crime Action Plan	4	Awaiting update.
Improve quality and method of hate crime data capture	Jean Croot, Head of Community Safety	September 2009	Hate Crime and Harassment Strategy (update in development) Hate Crime Action Plan	1	Analysis of findings under new housing data capture method was part of Safer Community's Strategic Assessment – Sep/Oct 2009.
Key action 5: Encourage reporting of Hate Crime & Harassment					
Develop and implement a hate crime awareness and prevention programme	Jean Croot, Head of Community Safety	January 2011	Hate Crime and Harassment Strategy (update in development) Hate Crime Action Plan	1,3,4	<ul style="list-style-type: none"> • The Anti-Bullying Task Group to ensure local schools encourage reporting of hate crime. • Meeting held with MIND Haringey – more to be scheduled during next financial year. • Next Registered Social Landlord meeting on Hate Crime & new TSA standards. • Presentation & feedback session on hate crime given at 2 Learning Disabilities Service User Forums; 12 service users attended.
Roll out and publicise a Third Party Reporting network	Jean Croot, Head of Community Safety	Ongoing	Hate Crime and Harassment Strategy (update in development) Hate Crime Action Plan	1,3,4	<ul style="list-style-type: none"> • Third party reporting process launched Feb 2009 led to rise in reports received. • Now seeking to improve process after community engagement.

Priority 1: Removing barriers to inclusion and meeting individual need

Activity	Lead	When	Link to existing strategy	Link to EFLG ³	Progress at December 2010
Monitoring of the self/third reporting (inc. feedback concerning number of cases reported and resolved)	Jean Croot, Head of Community Safety	Quarterly monitoring from June 2010	Hate Crime and Harassment Strategy (update in development) Hate Crime Action Plan	1,3,4	<ul style="list-style-type: none"> • Publicity materials distributed to community organisations and centres. • Surveys sent out to community groups and partners. 13 responses received and findings incorporated into strategic assessment/recommendations.
Scope level of issues concerning disability and age related hate crime in the borough and respond accordingly	Jean Croot, Head of Community Safety	September 2010	Hate Crime and Harassment Strategy (update in development) Hate Crime Action Plan	1,3,4	Analysis of the number of cases recorded by the police was included in the Community Safety Strategic Assessment.
Continued enforcement activity	ASBAT	Ongoing	Hate Crime and Harassment Strategy (update in development) Hate Crime Action Plan	1,3,4	Community Safety Unit using appropriate flags to update operations/ interventions.
Strengthening the vital link with the courts and CPS	Jean Croot, Head of Community Safety	August 2009	Hate Crime and Harassment Strategy (update in development) Hate Crime Action Plan	1,3,4	Victim Support Officer appointed in Sept 2009 to assist with ASBAT cases.

Priority 1: Removing barriers to inclusion and meeting individual need

Activity	Lead	When	Link to existing strategy	Link to EFLG ³	Progress at December 2010
Key action 6: Eliminate disability-related bullying or harassment in schools					
Make sure that all organisations that work with children and young people have effective policies in place to deal with bullying and discrimination	Jennifer James, Head of Children's Network North & Lead for CYP, Parent & Community Participation	TBC	Anti-Bullying and Discriminatory Incident Policy Framework	2	
Improve the reporting of bullying and discriminatory incidents in schools	Jennifer James, Head of Children's Network North & Lead for CYP, Parent & Community Participation	TBC	Anti-Bullying and Discriminatory Incident Policy Framework	2	
Monitor levels of bullying and Discriminatory incidents in Haringey and develop solutions with schools and organisations for the problem areas	Jennifer James, Head of Children's Network North & Lead for CYP, Parent & Community Participation	TBC	Anti-Bullying and Discriminatory Incident Policy Framework	2	

Priority 1: Removing barriers to inclusion and meeting individual need

Activity	Lead	When	Link to existing strategy	Link to EFLG ³	Progress at December 2010
Key action 7: Reduce the exclusion of pupils with Special Educational Needs or additional support needs					
School Exclusions to be monitored and analysed to identify impact on different groups, and ensure that appropriate interventions are put in places	Heather Johnston, Head of Alternative Provision, CYPS Phil DiLeo, Head of Services to C&YP with Additional Needs & Disabilities	TBC	Children and Young People's Plan	1,4	
Key action 8: Ensure that disabled pupils are just as likely as other pupils to be successful in their qualifications and have the support into sustainable careers, including via work placements and vocational learning.					
TBC	Phil DiLeo, Head of Services to C&YP with Additional Needs & Disabilities Bob Garnett, Interim AD School Standards/Inclusion	TBC	TBC		
Key action 9: Increase the take up of entitlements by disabled people					
Improved access to information and advice	Phil DiLeo, Head of Services to C&YP with Additional Needs & Disabilities Beverley Tarka, Head of Adult Learning Disabilities	31 March 2011		4	<ul style="list-style-type: none"> Information for people of all ages is provided through the Directory of Adult Care Services and the Family Information Services Directory, as well as new initiatives introduced as part of the Personalisation programme. This includes information about money and benefits. Disabled people who qualify for social care services are helped by their social worker or appropriate officer to find out about and apply for benefits. We also signpost people who are

Priority 1: Removing barriers to inclusion and meeting individual need

Activity	Lead	When	Link to existing strategy	Link to EFLG ³	Progress at December 2010
					<p>not receiving social care support to our advocacy services for help with benefits and advice. A support planning / service finding team is based at Winkfield Resource Centre.</p> <ul style="list-style-type: none"> • For more information on services for adults, contact the Integrated Access Team on 020 8489 5990 or email haricare@haringey.gov.uk • For more information on services for children and families, contact the Family Information Service on 020 8489 1000, email fisd@haringey.gov.uk or visit one of our Sure Start Centres. • Free access to the internet is offered in all Haringey libraries.
Monitor the impact of the Parents Support services on different groups	Wendy Williams, CYPS		CYPS Equality Forum Work Programme	4	
Increase number of short breaks for disabled children - Implement Aiming High programme & deliver short breaks to 700 C&YP with complex disabilities	Phil DiLeo, Head of Services to C&YP with Additional Needs & Disabilities	31 March 2011	Children and Young People's Plan	4	
Key action 10: Successfully divert disabled people who may be participating in antisocial behaviour					
Co-ordinate prevention and early intervention (particularly in support of young people)	Jean Croot, Head of Community Safety	TBC	Safer for All Anti-social behaviour strategy	4	Programmes underway to divert & support young people from crime, support for families with young people at risk of crime & drugs. For details of progress see Safer for All and the Anti-social behaviour strategy .

Priority 1: Removing barriers to inclusion and meeting individual need

Activity	Lead	When	Link to existing strategy	Link to EFLG ³	Progress at December 2010
Key action 11: Continue with programme of maintenance for Council buildings					
Making public buildings accessible	Dinesh Kotecha, Corporate Head of Property	TBC	TBC	2	<ul style="list-style-type: none"> Lifts installed in Council libraries. 10,000 copies of our Disability Access Guide have been distributed.
Key action 12: Improve mobility in the borough					
Further improve bus stop accessibility - 50% of bus stops to be fully accessible by 2013/14	Joan Hancox, Head of Sustainable Transport	TBC	Transport Strategy: Local Implementation Plan	4	In 2009/10, 47% / 200 bus stops were DDA (Disability Discrimination Act) compliant.
Implement a programme of dropped kerbs and tactile paving targeted at key attractor pedestrian routes	Joan Hancox, Head of Sustainable Transport	TBC	Transport Strategy: Local Implementation Plan	4	
Implement 2008/09 Scrutiny Review of Day Centre Transport [Scrutiny Review to report March 2011]	Joan Hancox, Head of Sustainable Transport	TBC		4	<ul style="list-style-type: none"> Service based transport introduced. Service standards set for journey times. Day centre managers trained in transport management.
Improve the provision of door to door travel	Joan Hancox, Head of Sustainable Transport	TBC	Transport Strategy: Local Implementation Plan		2009/10: 140+ community groups signed up to the Community Transport Scheme providing low cost minibus use. 30 people trained to drive the vehicles.
Further develop the Shopmobility Scheme	Joan Hancox, Head of Sustainable Transport	TBC	Transport Strategy: Local Implementation Plan		

Priority 1: Removing barriers to inclusion and meeting individual need

Activity	Lead	When	Link to existing strategy	Link to EFLG ³	Progress at December 2010
Review the effectiveness and service user involvement in Haringey's community transport provision, including Shopmobility and Hackney Community Transport as services for disabled people	Joan Hancox, Head of Sustainable Transport	TBC	Transport Strategy: Local Implementation Plan		Wood Green Shopmobility scheme terminated due to insurance issues. The Council is working with Age Concern to re-activate the scheme from April 2011.
Key action 13: Improve access to health and social care services					
Implement self-directed care	Head of Personalised Care	31 March 2011	Personalisation Plan	4	<ul style="list-style-type: none"> • Self-directed care pilots completed for learning & physical disabilities & mental health services. • Self directed care reference groups are fully functioning; membership includes service users. • Easy read information has been provided. • HAricare launched: a directory of adult care services. • Also see key action 8.
Provide advocacy services to help disabled people have greater choice and control over the type of support they receive from a range of providers	Head of Personalised Care	31 March 2011	Personalisation Plan	4	A range of advocacy services are available for anyone who needs help, regardless of whether they are receiving social care support, or arrange their own care.

Priority 1: Removing barriers to inclusion and meeting individual need

Activity	Lead	When	Link to existing strategy	Link to EFLG ³	Progress at December 2010
Key action 14: Improve care for disabled people					
Provide more mental health services more locally in the community	Phil DiLeo, Head of Services to C&YP with Additional Needs & Disabilities Beverley Tarka, Head of Adult Learning Disabilities	TBC		4	
Finalise the Joint Strategy and delivery plan within Learning Disability	Joint Commissioning Manager, Learning Disability	30 June 2010	Well-being Strategic Framework	4	
Implement the joint adult Mental Health Strategy	Joint Commissioning Manager, Mental Health	31 March 2011	Well-being Strategic Framework	4	
Key action 15: Ensure that there are no gaps in provision, including meeting the needs of those with low or moderate care needs and young people caught between children and adult services.					
Continue to produce a rolling programme of Needs Assessments	Head of Policy and Performance	31 March 2011	Well-being Strategic Framework		Needs assessments are currently under way for: 1. Learning disabilities (adults) 2. Adults with autism spectrum disorder 3. Mental health (adults)
Agree and implement protocols between adults and children's services	Beverley Tarka, Head of Adult Learning Disabilities	31 March 2011	Safeguarding Plan for Haringey Children and Young People's Plan		

Priority 1: Removing barriers to inclusion and meeting individual need

Activity	Lead	When	Link to existing strategy	Link to EFLG ³	Progress at December 2010
Key action 16: Improve mainstream employment provision for disabled people					
Provide training and support to unemployed disabled people	Martin Tucker, Regeneration Manager	Ongoing	Regeneration Strategy	2,4	<ul style="list-style-type: none"> • A Welfare to Work programme provides training and supports unemployed disabled people into work. • A new Health and Employment Network was launched in January 2011. • Winkfield Resource Centre continues to work with Kinesis to provide opportunities for employment for the vulnerable people. • The Clarendon Centre, which offers support to mental health patients, has a full time employment support worker advising and working with centre members on all aspects of job hunting from CV preparation to job search and application.
Guarantee an interview for disabled job applicants who meet the minimum essential criteria	Steve Davies, Head of Human Resources	Ongoing	Equal Opportunities Policy	2	We have retained our Guaranteed Interview Scheme; this prioritises disabled applicants for interview who are qualified for a job in the Council.

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Priority 2: Empowering people

Activity	Lead	When	Link to existing strategy	Link to EFLG ⁴	Progress at December 2010
Key action 17: Increase community engagement capacity					
Quality assurance approach to community engagement and consultation agree	Corporate Consultation Manager / Have Your Say Haringey Group	March 2011	Consultation Charter Community Engagement Framework (CEF)	3	Monitored through Equalities Scheme.
Overview & Scrutiny recommendations on “Engaging with hard to reach communities” implemented	Assistant Chief Executive, People and Organisational Development	September 2011	O&S Report: Engaging with hard to reach communities	3	<ul style="list-style-type: none"> • Endorsed by Cabinet 15.6.2010. Implementation of recommendations assigned to relevant services & partners. • Some rec’s already in hand & incorporated into HSP’s Community Engagement Framework delivery plan. • Progress on implementation to be reported to Overview and Scrutiny in 2011.
Keep publication of accessible Council buildings & meeting venues up to date	Corporate Equalities Manager	Bi-annually	Haringey Council Disability Equality Statement 2006	4	<ul style="list-style-type: none"> • Monitored through Equalities Scheme. • 10,000 copies of our Disability Access Guide have been distributed.
Payment for service user participation in wellbeing partnership boards established	Assistant Director, Adult Services, Adult, Culture and Community Services	July 2011 (Monitored by WBPB)	Community Engagement Framework Delivery Plan	4	Reported through Community Engagement Framework.

⁴ Equalities Framework for Local Government

Priority 2: Empowering people

Activity	Lead	When	Link to existing strategy	Link to EFLG ⁴	Progress at December 2010
Partnership advocacy commissioning framework developed	Assistant Director, Adult Services, Adult, Culture and Community Services	Sept 2011 (Monitored by WBPB)	Well-being Strategic Framework	4	Reported through Community Engagement Framework.
Improve the work we do with communities to understand their needs around safeguarding and support, across all services	Marion Wheeler, Assistant Director, Safeguarding	TBC	Safeguarding Plan	1,3	
Ensure Haringey Youth Council has equal representation across the equality strands	Jennifer James, Head of Children's Network North & Lead for CYP, Parent & Community Participation	April 2011	Children and Young People's Plan	3	
Organise annual community engagement conference for service providers and community representatives	Keith Elliott, Corporate Consultation Manager	Autumn 2010	Community Engagement Framework Delivery Plan	3	Reported through Community Engagement Framework.
Schedule of projects in the Regeneration Delivery Plan aimed at tackling the barriers for equality groups in regeneration work	Assistant Director, Planning and Regeneration	TBC	Urban Environment Equality Forum Work Programme	3	

Priority 2: Empowering people

Activity	Lead	When	Link to existing strategy	Link to EFLG ⁴	Progress at December 2010
Waste Management Consultation will gather equalities data, to assess whether there are any differences in outcomes for the different equality groups	Stephen McDonnell, Interim Assistant Director, Frontline Services	TBC		3	
Focus on consulting with equality groups in initiatives to tackle inequality in the most deprived communities	Urban Environment	TBC	Urban Environment Equality Forum Work Programme	3	
Key action 18: Make sure information is communicated in the most helpful ways					
Increase take up of communications training e.g. writing for the web, easy-read documents, Braille, translation & interpretation		Annually (Monitored at Directorate Equalities Fora)	<p>Communications Strategy</p> <p>Translation and Interpretation Service</p> <p>Communication Strategy: Adults with Learning Disabilities</p>	4	<p>We have run sensory impairment days to raise awareness of the needs of people with sensory impairments.</p> <p>Communicating with people with learning disabilities:</p> <ul style="list-style-type: none"> • 76 people were trained in communication from April to December 2009 • We used these communication principles to produce a number of accessible documents: <ul style="list-style-type: none"> • Safeguarding adults commitment • Satisfaction survey to service users who have had respite • Person Centred individual pilot information for service users and carers

Priority 2: Empowering people

Activity	Lead	When	Link to existing strategy	Link to EFLG ⁴	Progress at December 2010
Make greater use of easily available modern technologies in service provision generally, such as mobile phone texting to the Council by deaf people	Customer Services Communications and Consultation Service	TBC		3,4	This is currently being investigated as upgrading the current CRM system is being considered.
Key action 19: Ensure disabled people are part of planning and regeneration strategies					
Consult on Haringey's Core Strategy	Marc Dorfman, Assistant Director of Planning and Regeneration	Dec 2010	Haringey's Core Strategy Consultation Statement:	3	Consultation on Haringey's Core Strategy: <ul style="list-style-type: none"> • All disability groups in the borough received a leaflet and letter of notification seeking comments on the proposed policies to be addressed in the Core Strategy. • Follow up contact was made through the disabilities equalities officer and further contact was made with the newly formed Haringey Disability First Consortium. • The wider community consultation events offered an opportunity to engage with some residents with disabilities, namely, mobility issues and wheelchair users.
Key action 20: Increase the number of disabled people making an active contribution to public, civic and community life					
Develop HSP process to publicise engagement opportunities and activities	HSP Communications Network	2011/12	Community Engagement Framework	3,4	<ul style="list-style-type: none"> • Reported through the CEF • In 2009 we funded the Haringey Disability First Consortium, an umbrella organisation to represent and advocate on the behalf of disabled people.

Priority 2: Empowering people

Activity	Lead	When	Link to existing strategy	Link to EFLG ⁴	Progress at December 2010
Key action 21: Enable disabled people to access and participate in assessments of service satisfaction.					
Increase disabled membership of Council service forums	ACCS/ CYPS/ Urban Environment	TBC	TBC	3,4	<ul style="list-style-type: none"> The Council's Mobility Forum has been amalgamated into the Transport Forum which was established in 2009. Part of the Transport Forum's role is to act as a consultative forum on transport issues. Our "critical friends" parents and carers group shares experiences about use of and access to services for children with disabilities. The group has identified ways of improving the management of multi agency assessments, sharing information and accessing services.

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Priority 3: Ensure disability equalities principles are mainstreamed

Activity	Lead	When	Link to existing strategy	Link to EFLG ⁵	Progress at December 2010
Key action 22: Disability equality performance indicators (EPis)					
Disability Equalities Performance Indicators on Covalent and presented on directorate and corporate scorecards	Head of Service	Quarterly (monitored at Directorate Equalities Forums)	Haringey Council Equal Opportunities Policy 2008	1,5	Reported under Equalities Scheme.

⁵ Equalities Framework for Local Government

Priority 3: Ensure disability equalities principles are mainstreamed

Activity	Lead	When	Link to existing strategy	Link to EFLG ⁵	Progress at December 2010
Key action 23: Strengthen use of equalities monitoring to improve services and employment practices					
Equalities monitoring informs EqIAs	EqIA authors	Quarterly (monitored at Directorate Equalities Forums)	Haringey Council Equal Opportunities Policy 2008	1,5	Reported under Equalities Scheme.
1 st response service to improve the collection of equality data on screening	Sylvia Chew, Head of First Response, CYPS	TBC		1	
Early years to develop data at foundation stage on every child.	Ros Cooke, Head of Early Years	TBC		1	
SEN panels to analyse the outcomes of decisions by equality strands.	Phil DiLeo, Head of Services, C&YP with Additional Needs & Disabilities	TBC		1	
Fostering services to improve the analysis of equality data.	Chris Charmers, Head of Children in Care	TBC		1	
Equalities analysis of customer satisfaction surveys and questionnaires with regard to trends and issues	All Directorates	Ongoing	TBC	4	

Priority 3: Ensure disability equalities principles are mainstreamed

Activity	Lead	When	Link to existing strategy	Link to EFLG ⁵	Progress at December 2010
Key action 24: Ensure equalities impact assessments (EqIAs) are used to improve services and employment practices					
Ensure that service managers undertake EqIAs on all key decisions or new strategies / policies or changes to services.	Head of Policy and Performance	On-going	Equalities Impact Assessment Guide 2008	1	
Key findings and actions from EqIAs included in delivery/business plans	Head of Service	Quarterly (monitored at Directorate Equalities Forums)	Equalities Impact Assessment Guide 2008	1,5	Reported under Equalities Scheme.
EqIA outcomes from strategies/delivery plans on Covalent	EqIA authors	Quarterly (monitored at Directorate Equalities Forums)	Equalities Impact Assessment Guide 2008	1,5	Reported under Equalities Scheme.
Key action 25: Ensure equalities principles are mainstreamed					
Annual Equalities progress report published	Corporate Equalities Team	May 2010 (monitored at Corporate Equalities Group)	Equalities Impact Assessment Guide 2008	1,5	Reported under Equalities Scheme.
Directorate Equalities Plans monitored	Chair of Directorate Equalities Forums	Quarterly	Haringey Council Equal Opportunities Policy 2008	1,5	Reported under Equalities Scheme.

Priority 3: Ensure disability equalities principles are mainstreamed

Activity	Lead	When	Link to existing strategy	Link to EFLG ⁵	Progress at December 2010
Equalities Framework for Local Government assessments for all Directorates completed	Chair of Directorate Equalities Forums	September 2010	Haringey Council Equal Opportunities Policy 2008	1,5	Reported under Equalities Scheme.
Equalities Framework for Local Government assessments for all Directorates updated	Chair of Directorate Equalities Forums	Annually	Haringey Council Equal Opportunities Policy 2008	1,5	Reported under Equalities Scheme.
Key action 26: Evidence of stakeholder involvement in development of EqIAs					
Consultation toolkit and evidence from new and existing surveys routinely used	EqIA authors	Quarterly (monitored at Directorate Equalities Forums)	Equalities Impact Assessment Guide 2008	3	Reported under Equalities Scheme.
Key action 27: Ensure that all procurement activities are fair, transparent and consistent					
All procurement opportunities and contracts are published consistently, transparently and via Corporate Procurement	Head of Corporate Procurement	Annually	Procurement Strategy 2010-2013 (in development) Haringey Council Sustainable Procurement Strategy 2008-12	2,4	Reported under Equalities Scheme.
Increased use of small and medium enterprises, BME voluntary and social enterprises	Head of Corporate Procurement	Annually		2,4	Reported under Equalities Scheme.

Priority 3: Ensure disability equalities principles are mainstreamed

Activity	Lead	When	Link to existing strategy	Link to EFLG ⁵	Progress at December 2010
Procurement training for staff and members includes understanding of equalities and diversity in procurement	Corporate Procurement Team	Ongoing		2,4	Reported under Equalities Scheme.
Voluntary charter re: equalities implemented to support the Council's priorities	Corporate Procurement Team	Ongoing		2,4	Reported under Equalities Scheme.
All suppliers invited to attend "Meet the Buyer" events to keep up to date with Council opportunities & policies	Corporate Procurement Team	Ongoing		2,4	Reported under Equalities Scheme.
Ensure that equalities and diversity is taken into account at all stages of the tendering and commissioning process.	TBC	TBC		1	
Key action 28: Ensure that all commissioning activities are fair, transparent and consistent					
EqIA undertaken & actions implemented on Strategic Commissioning Policy	Head of Strategic Commissioning	March 2011	Strategic Commissioning Policy	2,4	
Key action 29: Ensure equalities principles are embedded in Council employment practice					
Equalities issues as standard on all induction training	Head of Organisational Development & Learning	Ongoing	Equal Opportunities Policy	5	Reported under Equalities Scheme.

Priority 3: Ensure disability equalities principles are mainstreamed

Activity	Lead	When	Link to existing strategy	Link to EFLG ⁵	Progress at December 2010
Equalities monitoring as standard in all recruitment established	Head of Human Resources	March 2011	Equal Opportunities Policy	5	Reported under Equalities Scheme.
Employment profile produced and analysed covering key employment issues, disaggregated by equality strands, highlighting significant disparities, advising on actions to address them, and setting improvement targets	Head of Human Resources	Annually	Equal Opportunities Policy	5	Reported under Equalities Scheme.
Conduct Equality Impact assessments to review the impact of personnel policies and procedures (e.g. harassment & bullying, grievance, and sickness & capability procedures)	Head of Human Resources	Annually	Equal Opportunities Policy Equality Scheme 2010 - 2013	5	Reported under Equalities Scheme.
Organise briefing sessions on equalities impact assessments for staff and Councillors	Senior Equality Officers	Ongoing		2, 4	Reported under Equalities Scheme.
Monitor and report on the number of disabled applicants who come through the Guaranteed Interview scheme for disabled applicants who meet essential criteria	Head of Human Resources	Annually	Equality Scheme 2010 - 2013	5	Reported under Equalities Scheme.

Priority 3: Ensure disability equalities principles are mainstreamed

Activity	Lead	When	Link to existing strategy	Link to EFLG ⁵	Progress at December 2010
Ensure that reasonable adjustments are put in place in the workplace for disabled employees and seek to reduce the time lapse between request, assessment and implementation of agreed adjustments	Head of Human Resources	Annually	Equal Opportunities Policy Equality Scheme 2010 - 2013	5	Reported under Equalities Scheme.
Flexible working arrangements and flexible working hours support staff with work/life balance/caring responsibilities (Staff Survey)	Head of Human Resources	June 2010 (Bi-annually)	Equal opportunities in jobs and training Equality Scheme 2010 - 2013	5	Reported under Equalities Scheme.
Development of training priorities and programmes linked to performance appraisals	Heads of Service	Annually	Haringey Council Corporate Training Strategy	5	Reported under Equalities Scheme.
Continuation of guaranteed interview scheme for all disabled applicants who meet essential criteria	Head of Human Resources	Ongoing	Haringey Council Guaranteed Interview Scheme	5	Reported under Equalities Scheme.
Extension of the reasonable adjustments programme in the workplace for disabled employees	Head of Human Resources	Ongoing	Haringey Council Disability Equality Statement 2006	5	Reported under Equalities Scheme.

Priority 3: Ensure disability equalities principles are mainstreamed

Activity	Lead	When	Link to existing strategy	Link to EFLG ⁵	Progress at December 2010
SMART Working and Talent Management programmes – EqIAs completed and findings actioned	Head of OD&L	Completed June 2010 Actioned March 2011	People Strategy	5	Reported under Equalities Scheme.
Develop and put in place new Harassment and Bullying Policy	Head of Human Resources	March 2009	People Strategy	5	Completed and reported to General Purpose Committee in March 2009.

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Appendix 1: Definition of disability

The Equality Act 2010 defines a person as having a disability if:

- they have a physical or mental impairment
- the impairment has a substantial and long-term adverse effect on their ability to perform normal day-to-day activities

For the purposes of the Act, these words have the following meanings:

- 'substantial' means more than minor or trivial
- 'long-term' means that the effect of the impairment has lasted or is likely to last for at least twelve months (there are special rules covering recurring or fluctuating conditions)
- 'normal day-to-day activities' include everyday things like eating, washing, walking and going shopping

People who have had a disability in the past that meets this definition are also protected by the Act.

Progressive conditions considered to be a disability

There are additional provisions relating to people with progressive conditions. People with HIV, cancer or multiple sclerosis are protected by the Act from the point of diagnosis. People with some visual impairments are automatically deemed to be disabled.

Conditions that are specifically excluded

Some conditions are specifically excluded from being covered by the disability definition, such as a tendency to set fires or addictions to non-prescribed substances.

The government has published statutory guidance, to assist adjudicating bodies like courts and tribunals in deciding whether a person is a disabled person. This guidance is called "[Guidance on matters to be taken into account in determining questions relating to the definition of disability](#)". It was published for the purposes of the Disability Discrimination Act, but continues to apply under the Equality Act 2010, where appropriate. New guidance is expected to be published in spring 2011.

Further guidance is available on the [Equality and Human Rights Commission's \(EHRC\)](#) website.

Appendix 2: Equality Act 2010

The [Equality Act 2010](#) came into force from October 2010 providing a single legal framework with clear, streamlined legislative framework. This legal framework provides protection for people with “protected characteristics”, one of which is disability.

It is anticipated that the Act that will be more effective in assisting organisations to tackling disadvantage and discrimination. It has replaced most of the Disability Discrimination Act (DDA). However, the Disability Equality Duty in the DDA continues to apply.

The Act brings together over 116 separate pieces of legislation into a single Act. Combined, they make up the new Act, providing a legal framework to protect the rights of individuals and advance equality of opportunity for all.

The nine main pieces of legislation that have merged are:

- Equal Pay Act 1970
- Sex Discrimination Act 1975
- Race Relations Act 1976
- Disability Discrimination Act 1995
- Employment Equality (Religion or Belief) Regulations 2003
- Employment Equality (Sexual Orientation) Regulations 2003
- Employment Equality (Age) Regulations 2006
- Equality Act 2006, Part 2
- Equality Act (Sexual Orientation) Regulations 2007

Key provisions with the Equality Act 2010

- Creates a general duty to have due regard to the need to advance equality of opportunity for persons that have any of the protected characteristics of race, age, disability, race, sex (formerly gender), sexual orientation, gender reassignment, religion and belief and pregnancy and maternity, marriage and civil partnerships
- Extends the definition of disability to cover any physical or mental impairment that affects a person’s ability to carry out normal day-to-day activity. The list of capabilities given under the DDA has been scrapped.
- Protects disabled people from direct and indirect discrimination, harassment and victimisation.

- Creates discrimination by perception – where a person is incorrectly perceived by another to be disabled and as a result is discriminated against.
- Creates discrimination by association – where for example, an employer treats an employee less favourably because that employee is associated with someone who has a disability.
- Create disability related discrimination – where a disabled person receives unfavourable treatment because of something that is related to his/her disability.
- Removes the need for comparator – so that a disabled claimant no longer has to compare the circumstances of the case to those of a non disabled comparator.
- Retains the DDA reasonable adjustment duties and extends it to include providing auxiliary aids (extra equipment where necessary to assist a disabled employee in their work). The cost of reasonable adjustment cannot be passed on to the disabled person.
- Provides legal rights for disabled people in the areas of employment, education, access to goods, services and facilities land based transport services, buying and renting land or property and in functions of public bodies, for example the issuing of licences.
- Although the Disability Discrimination Act 1995 along with all the other separate equality legislation ceased to exist and have been superseded by the Equality Act 2010 from October 2010, their associated equality public sector duties, including disability equality public sector duty continue to apply.

Key definitions under the Equality Act 2010:

- Disability discrimination occurs where:
 - A person or group of people with disabilities are treated less favourably than an individual or groups without disabilities;
 - The treatment is because of the person's disability;
 - The treatment cannot be justified.
- Discrimination also occurs through failure of a duty when:
 - There is a failure to make reasonable adjustments;
 - There is a failure to provide appropriate aids or adaptations;
 - The failure cannot be justified.

- Harassment occurs where:
 - A person engages in unwanted conduct towards a person who has a “protected characteristic” recognised under the Act, including disability;
 - That conduct has the purpose or effect of violating that person’s dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for the victim.

- Victimisation occurs where:
 - A person subjects another to an unfair treatment because that other has invoked their rights of protection under the Act.

The Act therefore protects disabled people from being directly or indirectly discriminated against, harassed or victimised. It also provides protection for disabled people not to be directly or indirectly discriminated against or harassed because they have an association with a disabled person, or victimised because they have invoked this protection. This can apply to a carer or parent of a disabled person. In addition, people must not be discriminated against or harassed because they are wrongly perceived to be disabled.

What is the difference for disabled people between the Disability Discrimination Act 1995 and the Equality Act 2010?

The Equality Act 2010 generally carries forward the protection provided for disabled people by the DDA and the definition on the whole has not changed. However, the Equality Act 2010 does make it easier for some people to show that they are disabled.

The DDA:

- provided protection for disabled people from direct discrimination only in employment and related areas. The Equality Act protects disabled people against direct discrimination in areas beyond the employment field (such as the supply of goods, facilities and services)

The Equality Act:

- introduces improved protection from discrimination that occurs because of something connected with a person’s disability. This form of discrimination can be justified if it can

be shown to be a proportionate means of achieving a legitimate aim

- introduces the principle of indirect discrimination for disability. Indirect discrimination occurs when something applies in the same way to everybody but has an effect which particularly disadvantages, for example, disabled people. Indirect discrimination may be justified if it can be shown to be a proportionate means of achieving a legitimate aim
- applies one trigger point at which there is a duty to make reasonable adjustments for disabled people. This trigger point is where a disabled person would be at a substantial disadvantage compared to non-disabled people if the adjustment was not made
- extends protection from harassment that is related to disability. Previously, explicit protection only applied in relation to work. The Equality Act applies this protection to areas beyond work
- provides protection from direct disability discrimination and harassment where this is based on a person's association with a disabled person, or on a false perception that the person is disabled.
- contains a new provision which limits the type of enquiries that a recruiting employer can make about disability and health when recruiting new staff. This provision will help prevent disabled candidates from being unfairly screened out at an early stage of the recruitment process

The government has published statutory guidance, to assist adjudicating bodies like courts and tribunals in deciding whether a person is a disabled person. This guidance is called "[Guidance on matters to be taken into account in determining questions relating to the definition of disability](#)". It was published for the purposes of the Disability Discrimination Act, but continues to apply under the Equality Act 2010, where appropriate. New guidance is expected to be published in spring 2011.

Appendix 3: Evaluation and monitoring

Role	Responsibilities
Council Members	<ul style="list-style-type: none"> ▪ Champion and promote equalities and community cohesion
Chief Executive's Management Board	<ul style="list-style-type: none"> ▪ Champions the Equal Opportunities Policy, Equalities Scheme and Community Cohesion Framework ▪ Ensure the Council meets the relevant Public Duties ▪ Receives annual progress report ▪ Agrees annual programme of Equality Impact Assessments
Corporate Equalities Forum	<ul style="list-style-type: none"> ▪ Co-ordinates and monitors Council-wide delivery of the Scheme ▪ Reports progress to the Chief Executive's Management Board and Cabinet ▪ Reports to the HSP Business Group and equalities stakeholders where appropriate ▪ Reviews and challenges EIAs council wide
Directorate Equalities Forums	<ul style="list-style-type: none"> ▪ Lead on equalities in their directorates ▪ Drive implementation of the Scheme through annual work programme in their respective directorates ▪ Review equalities performance and outcomes ▪ Review and challenge Equality Impact Assessments ▪ Report to the Corporate Equalities Group
Equalities Team	<ul style="list-style-type: none"> ▪ Supports the Directorate Equalities Forums ▪ Supports the Corporate Equalities Group ▪ Provides/supports equalities training and induction ▪ Supports the work on community cohesion ▪ Reviews and updates the Scheme annually

Appendix 4: Glossary

Department for Work and Pensions (DWP)

The [Department for Work and Pensions](#) is responsible for welfare and pension policy and is a key player in tackling child poverty. It is the biggest public service delivery department in the UK and serves over 20 million customers.

Disability Discrimination Act (DDA)

The [Disability Discrimination Act \(DDA\)](#) provides the framework through which organisations are required to address disability equality issues. From 1 October 2010, the Equality Act replaced most of the Disability Discrimination Act (DDA). However, the Disability Equality Duty in the DDA continues to apply. Find out about the protection and legal rights the Equality Act provides for disabled people.

Disability Equality Scheme

The Disability Equality Scheme sets out a list of outcomes and key priorities in a delivery plan that will enable us to identify and address attitudinal, institutional and physical barriers that disadvantage people with disabilities in Haringey. Its purpose is to ensure that we meet our public sector duties.

Equality Act 2010

The [Equality Act 2010](#) came into force from October 2010 providing a modern, single legal framework with clear, streamlined law that will be more effective at tackling disadvantage and discrimination. See Appendix 2.

Equality and Human Rights Commission (EHRC)

The [Equality and Human Rights Commission](#) (EHRC) aims to help Britain develop in a way that values the ideals that most of us hold dear – respect, freedom, equality, dignity and fairness. As a single Commission, it can act as one source of information and advice and tackle discrimination on multiple levels (many people face more than one type of discrimination).

Equalities Impact Assessments

[Equalities Impact Assessments](#) (EqIAs) were introduced in 2002 and formally implemented in 2003. They are a requirement of our Public Duties outlined in race, gender and disability legislation. An

EqlA is a thorough and systematic analysis of a policy, procedure or strategy to estimate the likely equality implications either on implementation or when making changes to an existing policy, function or service. It is a way of ensuring we assess the potential impact of any actions we take as an organisation on customers and staff in the delivery of services and employment practices.

Equalities Public Duties

Within the legislation for **race, gender and disability** issues there are two main components: the general duty and the specific duties. The general duty consists of the main objectives of each piece of legislation, while the specific duties are the specific steps that public bodies must take in order to demonstrate that they are meeting those objectives.

Greater London Authority (GLA)

The [Greater London Authority](#) (GLA) is a strategic authority with a Londonwide role to design a better future for the capital. Supporting the Mayor and London Assembly, it supports the work of the Mayor of London, helping his office to develop and deliver strategies for London. It also supports the London Assembly in their role of scrutinising the work of the Mayor and representing the interests of Londoners. While the Mayor and the London Assembly are elected by Londoners, the GLA staff are a permanent body that provides continuity in the ongoing development and delivery of strategies for London.

Haringey Strategic Partnership (HSP)

The Haringey Strategic Partnership is the overarching forum for partnership development in the borough. It is responsible for the [Sustainable Community Strategy](#), which sets out the priorities for improving the quality of life in Haringey.

NHS Haringey Annual Health Report

[NHS Haringey's Annual Health Report](#) provides an overview of the work of NHS Haringey for the year 2009/2010. It celebrates successes, provides details of performance and explains how the local primary care trust works. It also describes planned investment in healthcare in Haringey during the coming year.

Appendix 5: Disability consultation – December 2009

From December 2009 to March 2010, we carried out an agenda setting consultation designed to assess key stakeholder opinion, generate ideas and debate. The outcomes were used to formulate the [Equality Scheme \(2010-2013\)](#). Below is a summary of the issues and concerns.

We have also set out a programme for the next three years which takes into account:

- Legislative changes during 2010/11 which mean we remain at the policy formulation stage and so want to consult again (during this transition period) to ‘reality check’ and prioritise our refreshed scheme.
- Adoption and implementation of our final scheme to comply with new legislative requirements during 2011/12.
- Policy evaluation with stakeholders to check the scheme is working during 2012/13.

Summary of issues and concerns: December 2009-March 2010

Accessibility to public transport including

- i. The length of time disabled people and their carers have to wait at bus stops;
- ii. Rude, impatient, unhelpful bus drivers who give the impression that they would rather not have disabled people on their bus.

Employment

Compared to the rest of the local population, the level of unemployment among disabled people remains disproportionately high despite a fall in the claimant count of disabled people.

Absence of consultative structure for disabled employees of the Council

The unions should embrace disability issues in their discussions with the Council but this is not enough. What is needed is a specific structure through which disabled employees themselves can engage with the Council on issues specific to them.

Timescale for reasonable adjustment for disabled employees of the Council

For Council's disabled employees, needs assessment process often takes too long and takes longer still for the any necessary adjustments to be implemented.

Undercount of disabled employees

The recorded number of disabled employees is grossly understated because many employees do not declare themselves as disabled for fear of repercussions or being put at a disadvantaged even though they have a disability with the meaning of the Disability Discrimination Act. The implication is that there may be disabled employees who are suffering in silence and forgoing their rights to reasonable adjustment that could meet their needs.

Information about services for people with mental ill health issues

People with mental ill health issues did not know what services were available to them, how and where to get them.

People did not know about the directory of services for people with mental ill health.

Fear for personal safety in public spaces

Disabled people who responded to consultation said that they were afraid to use the parks because they did not feel safe there, especially if they are on their own.

Appendix 6: Performance indicators and targets

Outcomes	LAA indicators	Baseline (2008/9)	2009-10 target	2010-11 target
Fair treatment and equality of opportunity	• NI 4: % of people who feel they can influence decisions in their locality	40.3%	42.9%	45.1%
	• NI 140: Fair treatment by local services – proxy to what extent does your local council treat all types of people fairly	60.8%	62.6%	65%
Low levels of crime and concern about crime and confidence in the criminal justice system	• NI 21: Dealing with concerns about anti-social behaviour and crime by the local council and police – proxy % of people who feel well informed about what the Council is doing to tackle anti-social behaviour	28.2%	32%	34%
Group interaction	• NI 6: Participation in regular volunteering	21.0%	22.7%	24.7%
	• NI 7: Environment for a thriving third sector	18.9%	21.9%	24.9%
Common belonging and shared vision	• NI 1: % of people who believe people from different backgrounds get on well together in their local area	75.6%	78.4%	81.2%

Other Equalities Performance Indicators			
	Covalent Code	Indicator Description	Equalities Duty
	PD02_H_L0028	% of top 5% of earners declaring they meet the Disability Discrimination Act disability definition	Disability
	PD02_H_L0031	% of staff declaring they meet the Disability Discrimination Act disability definition	Disability
	AC02_H_L0211	To what extent does your local council treat all types of people fairly	All
		Total number of people supported by the council achieving an ESOL Skills for Life qualification at any level	All
	AC04_H_L0398	PLSS1 Proportion of households living near Library	All
	PP03_H_L0534	Satisfaction with your local area as a place to live?	All
	PP03_H_L0549	Do you agree that your local area is a place where people from different backgrounds get on well together?	All
National Indicators	PP03_H_N0001	% of people who believe people from different backgrounds get on well together in their local area	All
Mori Survey		% of people expressing satisfaction with waste collection	All
		% of people expressing satisfaction with recycling facilities monitored by disability	All

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